



## Department of Energy

Oak Ridge Office  
P.O. Box 2001  
Oak Ridge, Tennessee 37831 —

June 11, 2008

Oak Ridge Associated Universities  
Attn: Mr. Ivan Boatner, General Counsel  
P.O. Box 117  
Oak Ridge, Tennessee 37831

Dear Mr. Boatner:

**SUBJECT: CONTRACT NO. DE-AC05-06OR23100, MODIFICATION M045**

Enclosed is one fully executed copy of the subject modification which advises you of changes in 10 CFR 707; adds a clarification clause to Section H of the contract; revises clause I.28 52.222-2 Payment for Overtime Premium; and attaches updated Department of Labor Wage Determinations. If you have any questions regarding this action, please contact me at 576-0757 or via e-mail at [ahlersdd@oro.doe.gov](mailto:ahlersdd@oro.doe.gov).

A handwritten signature in blue ink that reads "Darlene D. Ahlers".

Darlene D. Ahlers  
Contract Specialist  
Contracts and Property Management Branch  
Procurement and Contracts Division

Enclosure

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE	PAGE OF PAGES 1   2	
2. AMENDMENT/MODIFICATION NO. M045		3. EFFECTIVE DATE See Block 16.c.	4. REQUISITION/PURCHASE REQ. NO. WPAS-NOPR		5. PROJECT NO. (If applicable)	
6. ISSUED BY U.S. Department of Energy Oak Ridge Office Attn: Darlene D. Ahlers P.O. Box 2001 Oak Ridge, TN 37831			7. ADMINISTERED BY (If other than Item 6)		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  Oak Ridge Associated Universities P.O. Box 117 Oak Ridge, TN 37831				<input type="checkbox"/>	9A. AMENDMENT OF SOLICITATION NO.	
				<input type="checkbox"/>	9B. DATED (SEE ITEM 11)	
				<input checked="" type="checkbox"/>	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC05-06OR23100	
					10B. DATED (SEE ITEM 13) December 21, 2005	
CODE		FACILITY CODE				

**11. THIS ITEM APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

**12. ACCOUNTING AND APPROPRIATION DATA (If required)**

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority)
<input type="checkbox"/>	THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input checked="" type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: P.L. 95-91, Changes Clause FAR 52.243-2, and Mutual Agreement
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)

**E. IMPORTANT:** Contractor  is not,  is required to sign this document and return 3 copies to the issuing office.

**14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)**

See Page 2.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) <i>Ivon A. Boatner, General Counsel</i>		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Barbara J. Jackson, Contracting Officer	
15B. CONTRACT/OFFEROR BY <i>JWA. Boatner</i> (Signature of person authorized to sign)	15C. DATE SIGNED <i>6/6/08</i>	16B. UNITED STATES OF AMERICA BY <i>Barbara J. Jackson</i> (Signature of Contracting Officer)	16C. DATE SIGNED <i>06/10/08</i>

14. Description of Amendment/Modification:

The purpose of this modification is to accomplish the following:

- 1) Advise you of changes in 10 CFR 707 which is invoked by DEAR 970.5223-4: 1) the definition of Testing Designated Positions (TDPs) now includes all contractor personnel with security clearances; 2) the percent of personnel to be randomly tested on an annual basis has been decreased from 50% to 30%, and 3) a Workplace Substance Abuse Program plan or revision should be submitted within 30 days from receipt of this notice. See DEAR 970.5223-4 Workplace Substance Abuse Programs at DOE Sites clause and FAR 52.243-2 Changes clause of this contract. Applicants for TDPs are also subject to drug testing.
- 2) Add the following clause to Section H of the contract:

**H.38 CLARIFICATION FOR PARAGRAPH (f), PENSION PLANS, OF THE H.11  
WORKFORCE TRANSITION AND MANAGEMENT (2004) CLAUSE**

The specific language in paragraph (f) requiring the Contractor's pension plan to be separate and distinct from any corporate or other plan would not be applicable to a contract when the Contractor exclusively offers a defined contribution pension plan. In addition, when the Contractor's pension contributions are fully and immediately vested and not dependent upon an employee's service credit, the requirement to recognize service credit earned at ORISE would not be applicable.

- 3) Revise paragraph (a) of clause I.28 52.222-2 Payment for Overtime Premiums (July 1990) to read:
  - (a) The use of overtime is authorized under this contract if the overtime premium does not exceed 4% of payroll or the overtime premium is paid for work –
- 4) As required by the Service Contract Act, new U.S. Department of Labor Wage Determinations are to be requested at least every two years. Therefore, replace Section J, Attachment E, U.S. Department of Labor Wage Determinations (Nos. 1994-2493, 1994-2081, and 1994-2103) with the attached U.S. Department of Labor Wage Determinations (Nos. 1994-0520, Revision 16; 2005-2055, Revision 4; 2005-2103, Revision 4; 2005-2133, Revision 4; 2005-2247, Revision 4; 2005-2361, Revision 5; and 2005-2493, Revision 6) in lieu thereof.

It is agreed among the parties that this revision will have no impact on the cost and fee payable to the Contractor under the terms and conditions of this contract.

WD 94-0520 (Rev.-16) was first posted on www.wdol.gov on 06/05/2007

Health Physics Technician Services

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REGISTER OF WAGE DETERMINATIONS UNDER 3 U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT 3 EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor 3 WAGE AND HOUR DIVISION  
3 WASHINGTON, D.C. 20210  
3  
3

William W. Gross Division of Wage 3 Wage Determination No: 1994-0520  
Director Determinations 3 Revision No: 16  
3 Date Of Revision: 05/29/2007

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State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,  
Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,  
Roane, Scott, Sevier, Union  
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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

Employed on contracts for Health Physics Technicians support services.

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
92021 - Health Physics Technicians II	17.67
92022 - Health Physics Technicians III	21.90
92023 - Health Physics Technologist	27.51
92024 - Senior Health Physics Technicians	23.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**\*\* OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS \*\***

**Health Physics Technicians II**

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., porker dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution

of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

#### Health Physics Technicians III

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Records data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Converts data to correct radiological quantities and units. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pockets dosimeters, and other radiation instruments. prepares sample notices, records and maintains samples of demographic data. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. May prepare summary report listing findings for management review. Analysis of data is limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

#### Health Physics Technologist

Under limited supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assists in the training of less experience technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident Team. Participate considerably with supervision and /or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study.

Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

#### Senior Health Physics Technicians

Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team. Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job



responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

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WD 05-2055 (Rev.-4) was first posted on www.wdol.gov on 09/11/2007

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REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W.Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2055  
 Revision No.: 4  
 Date Of Revision: 08/31/2007

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado,  
 Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta,  
 Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.72
01012 - Accounting Clerk II	15.74
01013 - Accounting Clerk III	17.62
01020 - Administrative Assistant	24.30
01040 - Court Reporter	17.32
01051 - Data Entry Operator I	13.50
01052 - Data Entry Operator II	14.73
01060 - Dispatcher, Motor Vehicle	17.32
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	12.84
01112 - General Clerk II	14.15
01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	11.50
01191 - Order Clerk I	13.76
01192 - Order Clerk II	15.04
01261 - Personnel Assistant (Employment) I	16.62
01262 - Personnel Assistant (Employment) II	18.83
01263 - Personnel Assistant (Employment) III	20.00
01270 - Production Control Clerk	20.00
01280 - Receptionist	14.72
01290 - Rental Clerk	15.32
01300 - Scheduler, Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	15.95
01410 - Supply Technician	24.30
01420 - Survey Worker	17.32
01531 - Travel Clerk I	12.59
01532 - Travel Clerk II	13.55
01533 - Travel Clerk III	14.56
01611 - Word Processor I	14.38

01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.29
05010 - Automotive Electrician	20.45
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.38
05110 - Mobile Equipment Servicer	17.23
05130 - Motor Equipment Metal Mechanic	21.54
05160 - Motor Equipment Metal Worker	19.38
05190 - Motor Vehicle Mechanic	20.10
05220 - Motor Vehicle Mechanic Helper	16.15
05250 - Motor Vehicle Upholstery Worker	18.30
05280 - Motor Vehicle Wrecker	19.38
05310 - Painter, Automotive	20.45
05340 - Radiator Repair Specialist	19.38
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	21.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.15
07041 - Cook I	13.53
07042 - Cook II	15.15
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.27
07210 - Meat Cutter	18.15
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.37
11090 - Gardener	14.88
11122 - Housekeeping Aide	11.37
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.46
11260 - Pruner	12.10
11270 - Tractor Operator	13.97
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	14.40
12000 - Health Occupations	
12010 - Ambulance Driver	15.55
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	24.22
12015 - Certified Physical Therapist Assistant	21.58
12020 - Dental Assistant	15.15
12025 - Dental Hygienist	41.99
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	15.55
12071 - Licensed Practical Nurse I	19.27
12072 - Licensed Practical Nurse II	21.56
12073 - Licensed Practical Nurse III	24.05
12100 - Medical Assistant	13.37
12130 - Medical Laboratory Technician	16.09

12160 - Medical Record Clerk	15.55
12190 - Medical Record Technician	17.39
12195 - Medical Transcriptionist	17.14
12210 - Nuclear Medicine Technologist	38.25
12221 - Nursing Assistant I	10.79
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	15.14
12236 - Optical Technician	12.14
12250 - Pharmacy Technician	16.61
12280 - Phlebotomist	16.29
12305 - Radiologic Technologist	27.10
12311 - Registered Nurse I	33.02
12312 - Registered Nurse II	40.53
12313 - Registered Nurse II, Specialist	40.53
12314 - Registered Nurse III	48.85
12315 - Registered Nurse III, Anesthetist	48.85
12316 - Registered Nurse IV	53.20
12317 - Scheduler (Drug and Alcohol Testing)	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.92
13012 - Exhibits Specialist II	25.92
13013 - Exhibits Specialist III	33.56
13041 - Illustrator I	21.68
13042 - Illustrator II	25.92
13043 - Illustrator III	33.56
13047 - Librarian	25.88
13050 - Library Aide/Clerk	14.06
13054 - Library Information Technology Systems Administrator	23.12
13058 - Library Technician	16.32
13061 - Media Specialist I	16.64
13062 - Media Specialist II	18.63
13063 - Media Specialist III	20.76
13071 - Photographer I	15.42
13072 - Photographer II	19.44
13073 - Photographer III	25.92
13074 - Photographer IV	33.56
13075 - Photographer V	38.62
13110 - Video Teleconference Technician	18.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.18
14043 - Computer Operator III	20.26
14044 - Computer Operator IV	22.52
14045 - Computer Operator V	24.94
14071 - Computer Programmer I (1)	21.37
14072 - Computer Programmer II (1)	25.92
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	16.25
14160 - Personal Computer Support Technician	22.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.46
15020 - Aircrew Training Devices Instructor (Rated)	32.92
15030 - Air Crew Training Devices Instructor (Pilot)	39.81
15050 - Computer Based Training Specialist / Instructor	32.92

15060 - Educational Technologist	29.13
15070 - Flight Instructor (Pilot)	39.81
15080 - Graphic Artist	22.33
15090 - Technical Instructor	21.26
15095 - Technical Instructor/Course Developer	26.48
15110 - Test Proctor	17.84
15120 - Tutor	17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.87
16030 - Counter Attendant	8.87
16040 - Dry Cleaner	11.90
16070 - Finisher, Flatwork, Machine	8.87
16090 - Presser, Hand	8.87
16110 - Presser, Machine, Drycleaning	8.87
16130 - Presser, Machine, Shirts	8.87
16160 - Presser, Machine, Wearing Apparel, Laundry	8.87
16190 - Sewing Machine Operator	12.92
16220 - Tailor	13.93
16250 - Washer, Machine	9.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.42
19040 - Tool And Die Maker	21.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.52
21030 - Material Coordinator	19.76
21040 - Material Expediter	19.76
21050 - Material Handling Laborer	12.56
21071 - Order Filler	14.68
21080 - Production Line Worker (Food Processing)	15.52
21110 - Shipping Packer	13.20
21130 - Shipping/Receiving Clerk	13.20
21140 - Store Worker I	11.46
21150 - Stock Clerk	15.60
21210 - Tools And Parts Attendant	15.52
21410 - Warehouse Specialist	15.52
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.94
23021 - Aircraft Mechanic I	22.63
23022 - Aircraft Mechanic II	23.94
23023 - Aircraft Mechanic III	25.25
23040 - Aircraft Mechanic Helper	16.09
23050 - Aircraft, Painter	22.26
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	20.02
23110 - Appliance Mechanic	18.40
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	28.41
23130 - Carpenter, Maintenance	22.56
23140 - Carpet Layer	21.10
23160 - Electrician, Maintenance	23.29
23181 - Electronics Technician Maintenance I	20.65
23182 - Electronics Technician Maintenance II	21.76
23183 - Electronics Technician Maintenance III	26.16
23260 - Fabric Worker	18.12
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	16.89
23311 - Fuel Distribution System Mechanic	21.86
23312 - Fuel Distribution System Operator	17.63
23370 - General Maintenance Worker	17.14
23380 - Ground Support Equipment Mechanic	22.63

23381 - Ground Support Equipment Servicer	18.71
23382 - Ground Support Equipment Worker	20.02
23391 - Gunsmith I	16.80
23392 - Gunsmith II	19.34
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contdditioning Mechanic (Research Facility)	
24.90	
23430 - Heavy Equipment Mechanic	22.28
23440 - Heavy Equipment Operator	25.47
23460 - Instrument Mechanic	26.70
23465 - Laboratory/Shelter Mechanic	20.60
23470 - Laborer	15.13
23510 - Locksmith	18.40
23530 - Machinery Maintenance Mechanic	23.78
23550 - Machinist, Maintenance	19.69
23580 - Maintenance Trades Helper	14.53
23591 - Metrology Technician I	24.27
23592 - Metrology Technician II	25.68
23593 - Metrology Technician III	27.00
23640 - Millwright	27.81
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	18.40
23790 - Pipefitter, Maintenance	22.86
23810 - Plumber, Maintenance	21.71
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	21.86
23870 - Scale Mechanic	19.34
23890 - Sheet-Metal Worker, Maintenance	25.12
23910 - Small Engine Mechanic	18.80
23931 - Telecommunications Mechanic I	21.86
23932 - Telecommunications Mechanic II	23.12
23950 - Telephone Lineman	20.15
23960 - Welder, Combination, Maintenance	19.38
23965 - Well Driller	22.38
23970 - Woodcraft Worker	21.86
23980 - Woodworker	15.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.02
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	16.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.81
25040 - Sewage Plant Operator	23.48
25070 - Stationary Engineer	24.81
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant Operator	23.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.67
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	24.47
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	19.29
27040 - Detention Officer	24.47
27070 - Firefighter	22.41
27101 - Guard I	12.96
27102 - Guard II	19.29
27131 - Police Officer I	31.34

27132 - Police Officer II	34.84	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.70	
28042 - Carnival Equipment Repairer	13.53	
28043 - Carnival Equipment Worker	10.27	
28210 - Gate Attendant/Gate Tender	13.01	
28310 - Lifeguard	10.97	
28350 - Park Attendant (Aide)	14.56	
28510 - Recreation Aide/Health Facility Attendant	10.62	
28515 - Recreation Specialist	16.09	
28630 - Sports Official	11.59	
28690 - Swimming Pool Operator	16.90	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.51	
29020 - Hatch Tender	23.51	
29030 - Line Handler	23.51	
29041 - Stevedore I	23.14	
29042 - Stevedore II	26.37	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.83	
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.01	
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.45	
30021 - Archeological Technician I	19.20	
30022 - Archeological Technician II	21.68	
30023 - Archeological Technician III	26.61	
30030 - Cartographic Technician	26.70	
30040 - Civil Engineering Technician	24.70	
30061 - Drafter/CAD Operator I	18.79	
30062 - Drafter/CAD Operator II	21.68	
30063 - Drafter/CAD Operator III	23.45	
30064 - Drafter/CAD Operator IV	28.48	
30081 - Engineering Technician I	14.77	
30082 - Engineering Technician II	16.58	
30083 - Engineering Technician III	18.55	
30084 - Engineering Technician IV	22.98	
30085 - Engineering Technician V	29.17	
30086 - Engineering Technician VI	35.29	
30090 - Environmental Technician	20.84	
30210 - Laboratory Technician	19.51	
30240 - Mathematical Technician	26.61	
30361 - Paralegal/Legal Assistant I	18.92	
30362 - Paralegal/Legal Assistant II	22.59	
30363 - Paralegal/Legal Assistant III	27.63	
30364 - Paralegal/Legal Assistant IV	33.42	
30390 - Photo-Optics Technician	26.61	
30461 - Technical Writer II		23.59
30462 - Technical Writer II	28.85	
30463 - Technical Writer III	34.90	
30491 - Unexploded Ordnance (UXO) Technician I	22.14	
30492 - Unexploded Ordnance (UXO) Technician II	26.78	
30493 - Unexploded Ordnance (UXO) Technician III	32.10	
30494 - Unexploded (UXO) Safety Escort	22.14	
30495 - Unexploded (UXO) Sweep Personnel	22.14	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	23.94	
30621 - Weather Observer, Senior (2)	25.30	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	10.41	
31030 - Bus Driver	17.68	
31043 - Driver Courier	12.47	
31260 - Parking and Lot Attendant	8.40	

31290 - Shuttle Bus Driver	13.49
31310 - Taxi Driver	10.24
31361 - Truckdriver, Light	13.49
31362 - Truckdriver, Medium	17.91
31363 - Truckdriver, Heavy	19.49
31364 - Truckdriver, Tractor-Trailer	19.49
99000 - Miscellaneous Occupations	
99030 - Cashier	11.97
99050 - Desk Clerk	10.06
99095 - Embalmer	21.21
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker III½ I½	12.85
99310 - Mortician	22.73
99410 - Pest Controller	16.38
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	19.70
99730 - Refuse Collector	15.21
99810 - Sales Clerk	12.04
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	28.82
99831 - Surveying Aide	15.65
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	15.75
99842 - Vending Machine Repairer Helper	13.20

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime



(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2103 (Rev.-4) was first posted on www.wdol.gov on 07/10/2007

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor		EMPLOYMENT STANDARDS ADMINISTRATION
		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 2005-2103
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/05/2007

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's  
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	21.66
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29
01280 - Receptionist	12.72
01290 - Rental Clerk	15.60
01300 - Scheduler, Maintenance	15.60
01311 - Secretary I	17.03
01312 - Secretary II	18.39
01313 - Secretary III	21.66
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	23.59
01420 - Survey Worker	18.43
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	13.01

01533 - Travel Clerk III	13.99
01611 - Word Processor I	13.76
01612 - Word Processor II	15.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	21.37
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	17.31
05130 - Motor Equipment Metal Mechanic	22.53
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.53
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.37
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	22.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	20.31
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	21.79

12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.67
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	28.93
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	12.99
12224 - Nursing Assistant IV	14.58
12235 - Optical Dispenser	16.67
12236 - Optical Technician	14.41
12250 - Pharmacy Technician	15.75
12280 - Phlebotomist	14.58
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	18.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.11
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	25.45
13050 - Library Aide/Clerk	12.52
13054 - Library Information Technology Systems Administrator	22.99
13058 - Library Technician	17.88
13061 - Media Specialist I	16.58
13062 - Media Specialist II	18.55
13063 - Media Specialist III	20.68
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.72
14042 - Computer Operator II	18.71
14043 - Computer Operator III	20.86
14044 - Computer Operator IV	23.18
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	26.37
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	16.72
14160 - Personal Computer Support Technician	23.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	42.72

15030 - Air Crew Training Devices Instructor (Pilot)	50.66
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	29.09
15070 - Flight Instructor (Pilot)	50.66
15080 - Graphic Artist	24.95
15090 - Technical Instructor	23.87
15095 - Technical Instructor/Course Developer	29.19
15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.95
16030 - Counter Attendant	8.95
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	8.95
16090 - Presser, Hand	8.95
16110 - Presser, Machine, Drycleaning	8.95
16130 - Presser, Machine, Shirts	8.95
16160 - Presser, Machine, Wearing Apparel, Laundry	8.95
16190 - Sewing Machine Operator	12.30
16220 - Tailor	13.01
16250 - Washer, Machine	9.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.26
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	10.44
21150 - Stock Clerk	14.35
21210 - Tools And Parts Attendant	17.26
21410 - Warehouse Specialist	17.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.68
23021 - Aircraft Mechanic I	24.46
23022 - Aircraft Mechanic II	25.68
23023 - Aircraft Mechanic III	26.97
23040 - Aircraft Mechanic Helper	16.61
23050 - Aircraft, Painter	23.42
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	19.90
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.98
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.08
23182 - Electronics Technician Maintenance II	23.44
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.90
23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38

23370 - General Maintenance Worker	20.91
23380 - Ground Support Equipment Mechanic	24.46
23381 - Ground Support Equipment Servicer	18.71
23382 - Ground Support Equipment Worker	19.90
23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.96
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	
23.13	
23430 - Heavy Equipment Mechanic	21.46
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27
23510 - Locksmith	19.76
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.00
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	25.22
23932 - Telecommunications Mechanic II	26.58
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.98
25040 - Sewage Plant Operator	20.23
25070 - Stationary Engineer	24.98
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	20.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.66
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	19.83
27010 - Court Security Officer	23.26
27030 - Detection Dog Handler	17.66
27040 - Detention Officer	19.83
27070 - Firefighter	22.39
27101 - Guard I	11.51

27102 - Guard II	17.66
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.55
29020 - Hatch Tender	20.55
29030 - Line Handler	20.55
29041 - Stevedore I	19.18
29042 - Stevedore II	21.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.36
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.03
30023 - Archeological Technician III	23.76
30030 - Cartographic Technician	24.85
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.92
30062 - Drafter/CAD Operator II	20.06
30063 - Drafter/CAD Operator III	22.36
30064 - Drafter/CAD Operator IV	27.51
30081 - Engineering Technician I	20.19
30082 - Engineering Technician II	22.67
30083 - Engineering Technician III	25.37
30084 - Engineering Technician IV	31.43
30085 - Engineering Technician V	38.44
30086 - Engineering Technician VI	46.51
30090 - Environmental Technician	21.36
30210 - Laboratory Technician	22.36
30240 - Mathematical Technician	26.31
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.35
30364 - Paralegal/Legal Assistant IV	36.73
30390 - Photo-Optics Technician	24.85
30461 - Technical Writer I	20.69
30462 - Technical Writer II	25.30
30463 - Technical Writer III	30.61
30491 - Unexploded Ordnance (UXO) Technician I	22.06
30492 - Unexploded Ordnance (UXO) Technician II	26.69
30493 - Unexploded Ordnance (UXO) Technician III	31.99
30494 - Unexploded (UXO) Safety Escort	22.06
30495 - Unexploded (UXO) Sweep Personnel	22.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.14
30621 - Weather Observer, Senior (2)	23.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.99
31030 - Bus Driver	17.54



31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	9.06
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	17.09
31363 - Truckdriver, Heavy	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	10.45
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	14.54
99510 - Photofinishing Worker	11.59
99710 - Recycling Laborer	15.73
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	14.01
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.76
99831 - Surveying Aide	12.28
99832 - Surveying Technician	18.78
99840 - Vending Machine Attendant	12.61
99841 - Vending Machine Repairer	16.37
99842 - Vending Machine Repairer Helper	12.61

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2133 (Rev.-4) was first posted on www.wdol.gov on 02/19/2008

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REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W.Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2133  
 Revision No.: 4  
 Date Of Revision: 02/11/2008

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.15
01012 - Accounting Clerk II	14.38
01013 - Accounting Clerk III	16.09
01020 - Administrative Assistant	24.24
01040 - Court Reporter	20.93
01051 - Data Entry Operator I	12.70
01052 - Data Entry Operator II	14.41
01060 - Dispatcher, Motor Vehicle	19.15
01070 - Document Preparation Clerk	12.54
01090 - Duplicating Machine Operator	12.54
01111 - General Clerk I	11.37
01112 - General Clerk II	13.93
01113 - General Clerk III	15.02
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	11.03
01191 - Order Clerk I	12.22
01192 - Order Clerk II	13.90
01261 - Personnel Assistant (Employment) I	14.41
01262 - Personnel Assistant (Employment) II	16.93
01263 - Personnel Assistant (Employment) III	19.00
01270 - Production Control Clerk	18.71
01280 - Receptionist	12.58
01290 - Rental Clerk	13.04
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	14.67
01312 - Secretary II	17.37
01313 - Secretary III	19.86
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	22.89
01420 - Survey Worker	15.21
01531 - Travel Clerk I	12.89

01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.14
01611 - Word Processor I	12.55
01612 - Word Processor II	14.41
01613 - Word Processor III	16.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.25
05010 - Automotive Electrician	20.52
05040 - Automotive Glass Installer	19.22
05070 - Automotive Worker	19.22
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.22
05190 - Motor Vehicle Mechanic	21.60
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.22
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.22
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.46
07042 - Cook II	13.02
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.38
07210 - Meat Cutter	11.60
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.64
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	15.46
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	15.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.22
11060 - Elevator Operator	9.22
11090 - Gardener	13.02
11122 - Housekeeping Aide	9.06
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	10.57
11240 - Maid or Houseman	8.30
11260 - Pruner	13.31
11270 - Tractor Operator	12.55
11330 - Trail Maintenance Worker	10.57
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	14.66
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	19.95
12015 - Certified Physical Therapist Assistant	19.95
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	27.79
12030 - EKG Technician	18.61
12035 - Electroneurodiagnostic Technologist	18.61
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.71

12073 - Licensed Practical Nurse III	18.16
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	15.39
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	15.41
12210 - Nuclear Medicine Technologist	28.11
12221 - Nursing Assistant I	8.77
12222 - Nursing Assistant II	9.86
12223 - Nursing Assistant III	10.77
12224 - Nursing Assistant IV	12.08
12235 - Optical Dispenser	15.33
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	13.52
12280 - Phlebotomist	12.08
12305 - Radiologic Technologist	22.40
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.17
12313 - Registered Nurse II, Specialist	29.17
12314 - Registered Nurse III	35.25
12315 - Registered Nurse III, Anesthetist	35.25
12316 - Registered Nurse IV	42.25
12317 - Scheduler (Drug and Alcohol Testing)	15.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.99
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	18.99
13042 - Illustrator II	23.52
13043 - Illustrator III	28.34
13047 - Librarian	26.59
13050 - Library Aide/Clerk	12.17
13054 - Library Information Technology Systems Administrator	24.01
13058 - Library Technician	14.50
13061 - Media Specialist I	14.83
13062 - Media Specialist II	16.60
13063 - Media Specialist III	18.49
13071 - Photographer I	14.44
13072 - Photographer II	15.01
13073 - Photographer III	18.59
13074 - Photographer IV	22.40
13075 - Photographer V	23.86
13110 - Video Teleconference Technician	14.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.02
14042 - Computer Operator II	18.39
14043 - Computer Operator III	20.51
14044 - Computer Operator IV	22.79
14045 - Computer Operator V	26.13
14071 - Computer Programmer I	22.81
14072 - Computer Programmer II (1)	23.01
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	16.02
14160 - Personal Computer Support Technician	22.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.01

15020 - Aircrew Training Devices Instructor (Rated)	33.01
15030 - Air Crew Training Devices Instructor (Pilot)	36.31
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	23.91
15070 - Flight Instructor (Pilot)	36.31
15080 - Graphic Artist	22.27
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.17
15110 - Test Proctor	17.59
15120 - Tutor	17.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.02
16030 - Counter Attendant	9.02
16040 - Dry Cleaner	11.90
16070 - Finisher, Flatwork, Machine	9.02
16090 - Presser, Hand	9.02
16110 - Presser, Machine, Drycleaning	9.02
16130 - Presser, Machine, Shirts	9.02
16160 - Presser, Machine, Wearing Apparel, Laundry	9.02
16190 - Sewing Machine Operator	12.90
16220 - Tailor	13.88
16250 - Washer, Machine	10.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.46
19040 - Tool And Die Maker	22.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	18.71
21040 - Material Expediter	18.71
21050 - Material Handling Laborer	13.01
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	11.48
21150 - Stock Clerk	14.89
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.50
23021 - Aircraft Mechanic I	21.52
23022 - Aircraft Mechanic II	22.50
23023 - Aircraft Mechanic III	23.62
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	18.56
23060 - Aircraft Servicer	17.34
23080 - Aircraft Worker	18.45
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	20.60
23130 - Carpenter, Maintenance	15.94
23140 - Carpet Layer	16.38
23160 - Electrician, Maintenance	21.69
23181 - Electronics Technician Maintenance I	17.35
23182 - Electronics Technician Maintenance II	23.51
23183 - Electronics Technician Maintenance III	25.98
23260 - Fabric Worker	13.70
23290 - Fire Alarm System Mechanic	17.12
23310 - Fire Extinguisher Repairer	13.81
23311 - Fuel Distribution System Mechanic	19.19

23312 - Fuel Distribution System Operator	16.03
23370 - General Maintenance Worker	16.04
23380 - Ground Support Equipment Mechanic	20.66
23381 - Ground Support Equipment Servicer	17.34
23382 - Ground Support Equipment Worker	18.45
23391 - Gunsmith I	18.31
23392 - Gunsmith II	20.56
23393 - Gunsmith III	21.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
21.85	
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	18.55
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	10.67
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	19.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	12.53
23591 - Metrology Technician I	18.55
23592 - Metrology Technician II	19.48
23593 - Metrology Technician III	20.45
23640 - Millwright	21.52
23710 - Office Appliance Repairer	18.86
23760 - Painter, Maintenance	15.66
23790 - Pipefitter, Maintenance	20.24
23810 - Plumber, Maintenance	19.27
23820 - Pneudraulic Systems Mechanic	18.66
23850 - Rigger	21.30
23870 - Scale Mechanic	16.38
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	23.31
23932 - Telecommunications Mechanic II	25.73
23950 - Telephone Lineman	19.76
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	16.33
23970 - Woodcraft Worker	18.82
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	11.24
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	13.45
24630 - Homemaker	15.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.01
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.15
25210 - Water Treatment Plant Operator	16.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.76
27007 - Baggage Inspector	11.03
27008 - Corrections Officer	14.46
27010 - Court Security Officer	15.80
27030 - Detection Dog Handler	15.99
27040 - Detention Officer	15.32
27070 - Firefighter	16.37



27101 - Guard I	11.03
27102 - Guard II	15.99
27131 - Police Officer I	17.27
27132 - Police Officer II	18.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.16
28042 - Carnival Equipment Repairer	11.81
28043 - Carnival Equipment Worker	7.62
28210 - Gate Attendant/Gate Tender	12.35
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	13.95
28510 - Recreation Aide/Health Facility Attendant	8.38
28515 - Recreation Specialist	11.28
28630 - Sports Official	10.74
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.97
29020 - Hatch Tender	18.97
29030 - Line Handler	18.97
29041 - Stevedore I	17.78
29042 - Stevedore II	20.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.93
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.39
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.76
30021 - Archeological Technician I	18.67
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30030 - Cartographic Technician	23.52
30040 - Civil Engineering Technician	18.59
30061 - Drafter/CAD Operator I	18.33
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30063 - Drafter/CAD Operator III	20.96
30064 - Drafter/CAD Operator IV	25.87
30081 - Engineering Technician I	15.28
30082 - Engineering Technician II	19.31
30083 - Engineering Technician III	20.68
30084 - Engineering Technician IV	24.22
30085 - Engineering Technician V	29.61
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.75
30210 - Laboratory Technician	17.80
30240 - Mathematical Technician	20.68
30361 - Paralegal/Legal Assistant I	18.75
30362 - Paralegal/Legal Assistant II	22.74
30363 - Paralegal/Legal Assistant III	27.75
30364 - Paralegal/Legal Assistant IV	31.07
30390 - Photo-Optics Technician	23.45
30461 - Technical Writer I	23.70
30462 - Technical Writer II	29.01
30463 - Technical Writer III	32.89
30491 - Unexploded Ordnance (UXO) Technician I	21.56
30492 - Unexploded Ordnance (UXO) Technician II	26.08
30493 - Unexploded Ordnance (UXO) Technician III	31.26
30494 - Unexploded (UXO) Safety Escort	21.56
30495 - Unexploded (UXO) Sweep Personnel	21.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.96
30621 - Weather Observer, Senior (2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.49

31030 - Bus Driver	17.43
31043 - Driver Courier	13.10
31260 - Parking and Lot Attendant	8.97
31290 - Shuttle Bus Driver	14.30
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	14.30
31362 - Truckdriver, Medium	15.81
31363 - Truckdriver, Heavy	18.84
31364 - Truckdriver, Tractor-Trailer	18.84
99000 - Miscellaneous Occupations	
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	20.21
99251 - Laboratory Animal Caretaker I	9.12
99252 - Laboratory Animal Caretaker II	10.03
99310 - Mortician	22.23
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	12.35
99710 - Recycling Laborer	13.97
99711 - Recycling Specialist	15.81
99730 - Refuse Collector	11.89
99810 - Sales Clerk	11.15
99820 - School Crossing Guard	11.32
99830 - Survey Party Chief	18.12
99831 - Surveying Aide	10.63
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2247 (Rev.-4) was first posted on www.wdol.gov on 07/10/2007

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
By direction of the Secretary of Labor		

William W.Gross Director	Division of Wage Determinations		Wage Determination No.: 2005-2247 Revision No.: 4 Date Of Revision: 07/05/2007
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State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll,  
 Harford, Howard

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	12.83
01112 - General Clerk II	14.07
01113 - General Clerk III	16.03
01120 - Housing Referral Assistant	21.66
01141 - Messenger Courier	10.06
01191 - Order Clerk I	14.69
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29
01280 - Receptionist	12.72
01290 - Rental Clerk	15.60
01300 - Scheduler, Maintenance	15.60
01311 - Secretary I	17.03
01312 - Secretary II	18.39
01313 - Secretary III	21.66
01320 - Service Order Dispatcher	14.76
01410 - Supply Technician	23.59
01420 - Survey Worker	18.43
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.38
01533 - Travel Clerk III	13.49
01611 - Word Processor I	13.76
01612 - Word Processor II	15.60

01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.57
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	17.53
05130 - Motor Equipment Metal Mechanic	20.57
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	16.68
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter, Automotive	19.78
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	20.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.70
07130 - Food Service Worker	10.25
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	13.77
09110 - Furniture Repairer, Minor	14.93
09130 - Upholsterer	16.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.58
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	21.19
12015 - Certified Physical Therapist Assistant	22.04
12020 - Dental Assistant	15.51
12025 - Dental Hygienist	31.17
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	14.81

12190 - Medical Record Technician	16.72
12195 - Medical Transcriptionist	15.35
12210 - Nuclear Medicine Technologist	34.13
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	12.99
12224 - Nursing Assistant IV	14.58
12235 - Optical Dispenser	14.56
12236 - Optical Technician	13.45
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.58
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	18.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.11
13041 - Illustrator I	18.55
13042 - Illustrator II	23.33
13043 - Illustrator III	28.11
13047 - Librarian	25.54
13050 - Library Aide/Clerk	12.52
13054 - Library Information Technology Systems Administrator	22.99
13058 - Library Technician	17.41
13061 - Media Specialist I	16.58
13062 - Media Specialist II	18.55
13063 - Media Specialist III	20.68
13071 - Photographer I	14.17
13072 - Photographer II	17.18
13073 - Photographer III	21.29
13074 - Photographer IV	22.85
13075 - Photographer V	27.63
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.72
14042 - Computer Operator II	18.71
14043 - Computer Operator III	20.86
14044 - Computer Operator IV	23.18
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	21.29
14072 - Computer Programmer II (1)	26.37
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	16.72
14160 - Personal Computer Support Technician	23.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	40.19
15030 - Air Crew Training Devices Instructor (Pilot)	50.66
15050 - Computer Based Training Specialist / Instructor	30.58
15060 - Educational Technologist	23.43

15070 - Flight Instructor (Pilot)	50.66
15080 - Graphic Artist	24.30
15090 - Technical Instructor	18.14
15095 - Technical Instructor/Course Developer	22.19
15110 - Test Proctor	17.31
15120 - Tutor	17.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.52
16030 - Counter Attendant	8.52
16040 - Dry Cleaner	11.33
16070 - Finisher, Flatwork, Machine	8.52
16090 - Presser, Hand	8.52
16110 - Presser, Machine, Drycleaning	8.52
16130 - Presser, Machine, Shirts	8.52
16160 - Presser, Machine, Wearing Apparel, Laundry	8.52
16190 - Sewing Machine Operator	12.30
16220 - Tailor	13.21
16250 - Washer, Machine	9.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool And Die Maker	22.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.26
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	12.72
21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	17.26
21110 - Shipping Packer	14.40
21130 - Shipping/Receiving Clerk	14.40
21140 - Store Worker I	13.62
21150 - Stock Clerk	14.77
21210 - Tools And Parts Attendant	17.26
21410 - Warehouse Specialist	17.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.52
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.52
23023 - Aircraft Mechanic III	25.75
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	19.98
23060 - Aircraft Servicer	19.68
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.44
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	25.24
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	18.44
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	19.69
23182 - Electronics Technician Maintenance II	21.18
23183 - Electronics Technician Maintenance III	21.97
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	20.17
23310 - Fire Extinguisher Repairer	17.20
23311 - Fuel Distribution System Mechanic	22.63
23312 - Fuel Distribution System Operator	18.69
23370 - General Maintenance Worker	18.66
23380 - Ground Support Equipment Mechanic	23.35
23381 - Ground Support Equipment Servicer	19.68



23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.20
23392 - Gunsmith II	18.74
23393 - Gunsmith III	20.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.15
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	
20.91	
23430 - Heavy Equipment Mechanic	20.82
23440 - Heavy Equipment Operator	20.53
23460 - Instrument Mechanic	20.17
23465 - Laboratory/Shelter Mechanic	19.44
23470 - Laborer	14.27
23510 - Locksmith	18.12
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	16.36
23591 - Metrology Technician I	20.17
23592 - Metrology Technician II	20.89
23593 - Metrology Technician III	21.49
23640 - Millwright	22.43
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	19.44
23790 - Pipefitter, Maintenance	23.34
23810 - Plumber, Maintenance	20.12
23820 - Pneudraulic Systems Mechanic	20.17
23850 - Rigger	20.98
23870 - Scale Mechanic	18.74
23890 - Sheet-Metal Worker, Maintenance	20.17
23910 - Small Engine Mechanic	18.74
23931 - Telecommunications Mechanic I	22.29
23932 - Telecommunications Mechanic II	24.74
23950 - Telephone Lineman	21.37
23960 - Welder, Combination, Maintenance	20.17
23965 - Well Driller	20.74
23970 - Woodcraft Worker	20.17
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	9.23
24620 - Family Readiness And Support Services Coordinator	11.76
24630 - Homemaker	14.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.04
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	22.04
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.23
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	19.83
27010 - Court Security Officer	23.26
27030 - Detection Dog Handler	16.23
27040 - Detention Officer	19.83
27070 - Firefighter	22.39
27101 - Guard I	11.51
27102 - Guard II	16.23
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.17
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.33
28690 - Swimming Pool Operator	14.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.47
29020 - Hatch Tender	21.47
29030 - Line Handler	21.47
29041 - Stevedore I	20.85
29042 - Stevedore II	22.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.36
30021 - Archeological Technician I	17.18
30022 - Archeological Technician II	20.65
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	22.39
30061 - Drafter/CAD Operator I	18.90
30062 - Drafter/CAD Operator II	21.15
30063 - Drafter/CAD Operator III	23.58
30064 - Drafter/CAD Operator IV	25.92
30081 - Engineering Technician I	20.19
30082 - Engineering Technician II	22.67
30083 - Engineering Technician III	25.37
30084 - Engineering Technician IV	31.43
30085 - Engineering Technician V	38.44
30086 - Engineering Technician VI	46.51
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	22.29
30240 - Mathematical Technician	26.10
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	23.55
30363 - Paralegal/Legal Assistant III	28.79
30364 - Paralegal/Legal Assistant IV	34.82
30390 - Photo-Optics Technician	26.21
30461 - Technical Writer I	21.42
30462 - Technical Writer II	26.20
30463 - Technical Writer III	31.70
30491 - Unexploded Ordnance (UXO) Technician I	22.06
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30493 - Unexploded Ordnance (UXO) Technician III	31.99
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30495 - Unexploded (UXO) Sweep Personnel	22.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.69
30621 - Weather Observer, Senior (2)	23.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.22
31030 - Bus Driver	17.54
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.37

31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	14.37
31362 - Truckdriver, Medium	16.38
31363 - Truckdriver, Heavy	17.05
31364 - Truckdriver, Tractor-Trailer	17.05
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	10.43
99095 - Embalmer	22.63
99251 - Laboratory Animal Caretaker I	10.97
99252 - Laboratory Animal Caretaker II	11.40
99310 - Mortician	22.92
99410 - Pest Controller	15.99
99510 - Photofinishing Worker	11.59
99710 - Recycling Laborer	13.17
99711 - Recycling Specialist	14.67
99730 - Refuse Collector	12.43
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	11.57
99830 - Survey Party Chief	19.93
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.57
99840 - Vending Machine Attendant	11.92
99841 - Vending Machine Repairer	13.41
99842 - Vending Machine Repairer Helper	11.92

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- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2361 (Rev.-5) was first posted on www.wdol.gov on 10/02/2007

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REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W.Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2361  
 Revision No.: 5  
 Date Of Revision: 09/27/2007

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe,  
 Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval,  
 Santa Fe, Socorro, Taos, Torrance, Valencia

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.17
01012 - Accounting Clerk II	13.66
01013 - Accounting Clerk III	15.51
01020 - Administrative Assistant	17.52
01040 - Court Reporter	16.92
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	13.44
01060 - Dispatcher, Motor Vehicle	14.89
01070 - Document Preparation Clerk	13.86
01090 - Duplicating Machine Operator	13.86
01111 - General Clerk I	10.55
01112 - General Clerk II	11.70
01113 - General Clerk III	13.00
01120 - Housing Referral Assistant	16.36
01141 - Messenger Courier	9.17
01191 - Order Clerk I	10.81
01192 - Order Clerk II	12.91
01261 - Personnel Assistant (Employment) I	13.67
01262 - Personnel Assistant (Employment) II	15.11
01263 - Personnel Assistant (Employment) III	16.85
01270 - Production Control Clerk	19.82
01280 - Receptionist	10.16
01290 - Rental Clerk	11.30
01300 - Scheduler, Maintenance	12.80
01311 - Secretary I	12.80
01312 - Secretary II	14.15
01313 - Secretary III	16.36
01320 - Service Order Dispatcher	13.47
01410 - Supply Technician	17.52
01420 - Survey Worker	12.27
01531 - Travel Clerk I	10.61
01532 - Travel Clerk II	11.42
01533 - Travel Clerk III	12.14
01611 - Word Processor I	11.83

01612 - Word Processor II	13.31
01613 - Word Processor III	14.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.20
05010 - Automotive Electrician	16.60
05040 - Automotive Glass Installer	14.49
05070 - Automotive Worker	14.49
05110 - Mobile Equipment Servicer	12.37
05130 - Motor Equipment Metal Mechanic	16.47
05160 - Motor Equipment Metal Worker	14.49
05190 - Motor Vehicle Mechanic	16.60
05220 - Motor Vehicle Mechanic Helper	12.47
05250 - Motor Vehicle Upholstery Worker	14.49
05280 - Motor Vehicle Wrecker	14.49
05310 - Painter, Automotive	15.74
05340 - Radiator Repair Specialist	14.49
05370 - Tire Repairer	10.94
05400 - Transmission Repair Specialist	16.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.12
07070 - Dishwasher	6.85
07130 - Food Service Worker	7.85
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.16
11060 - Elevator Operator	8.16
11090 - Gardener	12.65
11122 - Housekeeping Aide	8.95
11150 - Janitor	8.95
11210 - Laborer, Grounds Maintenance	9.20
11240 - Maid or Houseman	7.08
11260 - Pruner	7.72
11270 - Tractor Operator	11.59
11330 - Trail Maintenance Worker	9.20
11360 - Window Cleaner	10.31
12000 - Health Occupations	
12010 - Ambulance Driver	13.56
12011 - Breath Alcohol Technician	16.40
12012 - Certified Occupational Therapist Assistant	19.03
12015 - Certified Physical Therapist Assistant	15.79
12020 - Dental Assistant	12.52
12025 - Dental Hygienist	34.96
12030 - EKG Technician	24.84
12035 - Electroneurodiagnostic Technologist	24.84
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	14.68
12072 - Licensed Practical Nurse II	16.40
12073 - Licensed Practical Nurse III	18.28
12100 - Medical Assistant	12.51
12130 - Medical Laboratory Technician	17.23

12160 - Medical Record Clerk	11.25
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.60
12210 - Nuclear Medicine Technologist	36.03
12221 - Nursing Assistant I	9.02
12222 - Nursing Assistant II	10.13
12223 - Nursing Assistant III	11.07
12224 - Nursing Assistant IV	12.42
12235 - Optical Dispenser	11.83
12236 - Optical Technician	11.45
12250 - Pharmacy Technician	12.54
12280 - Phlebotomist	12.42
12305 - Radiologic Technologist	23.43
12311 - Registered Nurse I	22.09
12312 - Registered Nurse II	27.03
12313 - Registered Nurse II, Specialist	27.03
12314 - Registered Nurse III	32.71
12315 - Registered Nurse III, Anesthetist	32.71
12316 - Registered Nurse IV	39.17
12317 - Scheduler (Drug and Alcohol Testing)	20.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.04
13012 - Exhibits Specialist II	17.45
13013 - Exhibits Specialist III	21.34
13041 - Illustrator I	15.97
13042 - Illustrator II	19.25
13043 - Illustrator III	23.03
13047 - Librarian	19.32
13050 - Library Aide/Clerk	7.89
13054 - Library Information Technology Systems Administrator	17.45
13058 - Library Technician	11.62
13061 - Media Specialist I	13.92
13062 - Media Specialist II	15.62
13063 - Media Specialist III	17.34
13071 - Photographer I	14.44
13072 - Photographer II	16.03
13073 - Photographer III	19.73
13074 - Photographer IV	22.09
13075 - Photographer V	26.72
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.49
14042 - Computer Operator II	16.12
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.26
14045 - Computer Operator V	24.34
14071 - Computer Programmer I (1)	18.83
14072 - Computer Programmer II (1)	21.24
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.96
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	14.49
14160 - Personal Computer Support Technician	21.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.45
15020 - Aircrew Training Devices Instructor (Rated)	29.59
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	25.96



15060 - Educational Technologist	25.93
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	18.52
15090 - Technical Instructor	15.72
15095 - Technical Instructor/Course Developer	19.41
15110 - Test Proctor	13.43
15120 - Tutor	13.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.91
16030 - Counter Attendant	7.91
16040 - Dry Cleaner	9.55
16070 - Finisher, Flatwork, Machine	7.91
16090 - Presser, Hand	7.91
16110 - Presser, Machine, Drycleaning	7.91
16130 - Presser, Machine, Shirts	7.91
16160 - Presser, Machine, Wearing Apparel, Laundry	7.91
16190 - Sewing Machine Operator	10.04
16220 - Tailor	10.55
16250 - Washer, Machine	8.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.14
19040 - Tool And Die Maker	21.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.56
21030 - Material Coordinator	19.82
21040 - Material Expediter	19.82
21050 - Material Handling Laborer	9.92
21071 - Order Filler	10.29
21080 - Production Line Worker (Food Processing)	12.56
21110 - Shipping Packer	12.10
21130 - Shipping/Receiving Clerk	12.10
21140 - Store Worker I	8.58
21150 - Stock Clerk	12.46
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.89
23021 - Aircraft Mechanic I	18.94
23022 - Aircraft Mechanic II	19.89
23023 - Aircraft Mechanic III	20.88
23040 - Aircraft Mechanic Helper	13.80
23050 - Aircraft, Painter	17.08
23060 - Aircraft Servicer	15.60
23080 - Aircraft Worker	16.70
23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	19.70
23130 - Carpenter, Maintenance	14.65
23140 - Carpet Layer	16.25
23160 - Electrician, Maintenance	17.99
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	25.20
23183 - Electronics Technician Maintenance III	27.07
23260 - Fabric Worker	17.05
23290 - Fire Alarm System Mechanic	15.54
23310 - Fire Extinguisher Repairer	14.06
23311 - Fuel Distribution System Mechanic	19.33
23312 - Fuel Distribution System Operator	15.99
23370 - General Maintenance Worker	13.70
23380 - Ground Support Equipment Mechanic	18.94

23381 - Ground Support Equipment Servicer	15.60
23382 - Ground Support Equipment Worker	16.70
23391 - Gunsmith I	14.06
23392 - Gunsmith II	16.91
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	
21.26	
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	20.64
23465 - Laboratory/Shelter Mechanic	18.33
23470 - Laborer	9.36
23510 - Locksmith	15.64
23530 - Machinery Maintenance Mechanic	22.00
23550 - Machinist, Maintenance	19.98
23580 - Maintenance Trades Helper	12.04
23591 - Metrology Technician I	20.64
23592 - Metrology Technician II	22.96
23593 - Metrology Technician III	24.15
23640 - Millwright	19.33
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	14.49
23790 - Pipefitter, Maintenance	21.44
23810 - Plumber, Maintenance	20.05
23820 - Pneudraulic Systems Mechanic	19.33
23850 - Rigger	19.33
23870 - Scale Mechanic	16.72
23890 - Sheet-Metal Worker, Maintenance	18.39
23910 - Small Engine Mechanic	13.70
23931 - Telecommunications Mechanic I	20.28
23932 - Telecommunications Mechanic II	21.38
23950 - Telephone Lineman	19.33
23960 - Welder, Combination, Maintenance	16.72
23965 - Well Driller	18.80
23970 - Woodcraft Worker	19.33
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.52
24580 - Child Care Center Clerk	12.21
24610 - Chore Aide	8.71
24620 - Family Readiness And Support Services Coordinator	12.89
24630 - Homemaker	15.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.33
25040 - Sewage Plant Operator	16.66
25070 - Stationary Engineer	19.33
25190 - Ventilation Equipment Tender	12.40
25210 - Water Treatment Plant Operator	15.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.60
27007 - Baggage Inspector	10.57
27008 - Corrections Officer	13.96
27010 - Court Security Officer	15.66
27030 - Detection Dog Handler	11.83
27040 - Detention Officer	14.64
27070 - Firefighter	16.78
27101 - Guard I	10.57
27102 - Guard II	11.83
27131 - Police Officer I	17.79

27132 - Police Officer II	19.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.97
28042 - Carnival Equipment Repairer	13.04
28043 - Carnival Equipment Worker	8.25
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.02
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.57
28630 - Sports Official	11.02
28690 - Swimming Pool Operator	14.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.58
29020 - Hatch Tender	16.58
29030 - Line Handler	16.58
29041 - Stevedore I	16.09
29042 - Stevedore II	18.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.26
30022 - Archeological Technician II	15.95
30023 - Archeological Technician III	19.75
30030 - Cartographic Technician	21.10
30040 - Civil Engineering Technician	18.88
30061 - Drafter/CAD Operator I	14.37
30062 - Drafter/CAD Operator II	17.24
30063 - Drafter/CAD Operator III	18.96
30064 - Drafter/CAD Operator IV	19.63
30081 - Engineering Technician I	14.61
30082 - Engineering Technician II	16.05
30083 - Engineering Technician III	17.95
30084 - Engineering Technician IV	21.89
30085 - Engineering Technician V	26.05
30086 - Engineering Technician VI	31.46
30090 - Environmental Technician	18.51
30210 - Laboratory Technician	20.55
30240 - Mathematical Technician	21.59
30361 - Paralegal/Legal Assistant I	14.01
30362 - Paralegal/Legal Assistant II	17.58
30363 - Paralegal/Legal Assistant III	21.51
30364 - Paralegal/Legal Assistant IV	26.00
30390 - Photo-Optics Technician	21.59
30461 - Technical Writer I	18.58
30462 - Technical Writer II	22.73
30463 - Technical Writer III	27.27
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	18.68
30621 - Weather Observer, Senior (2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.75
31030 - Bus Driver	15.71
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	7.95

31290 - Shuttle Bus Driver	13.34
31310 - Taxi Driver	9.57
31361 - Truckdriver, Light	13.34
31362 - Truckdriver, Medium	16.66
31363 - Truckdriver, Heavy	17.53
31364 - Truckdriver, Tractor-Trailer	17.53
99000 - Miscellaneous Occupations	
99030 - Cashier	8.30
99050 - Desk Clerk	8.52
99095 - Embalmer	21.18
99251 - Laboratory Animal Caretaker I	10.60
99252 - Laboratory Animal Caretaker II	11.79
99310 - Mortician	23.30
99410 - Pest Controller	14.11
99510 - Photofinishing Worker	11.28
99710 - Recycling Laborer	11.15
99711 - Recycling Specialist	14.49
99730 - Refuse Collector	10.99
99810 - Sales Clerk	11.07
99820 - School Crossing Guard	9.29
99830 - Survey Party Chief	16.86
99831 - Surveying Aide	15.34
99832 - Surveying Technician	15.47
99840 - Vending Machine Attendant	9.68
99841 - Vending Machine Repairer	12.05
99842 - Vending Machine Repairer Helper	8.68

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2493 (Rev.-6) was first posted on www.wdol.gov on 08/14/2007

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REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W.Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2493  
 Revision No.: 6  
 Date Of Revision: 08/09/2007

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,  
 Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,  
 Roane, Scott, Sevier, Union

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.17
01012 - Accounting Clerk II	12.14
01013 - Accounting Clerk III	13.57
01020 - Administrative Assistant	18.28
01040 - Court Reporter	14.96
01051 - Data Entry Operator I	10.43
01052 - Data Entry Operator II	13.19
01060 - Dispatcher, Motor Vehicle	14.77
01070 - Document Preparation Clerk	12.37
01090 - Duplicating Machine Operator	12.37
01111 - General Clerk I	9.74
01112 - General Clerk II	11.85
01113 - General Clerk III	13.29
01120 - Housing Referral Assistant	16.57
01141 - Messenger Courier	10.48
01191 - Order Clerk I	9.75
01192 - Order Clerk II	13.65
01261 - Personnel Assistant (Employment) I	11.44
01262 - Personnel Assistant (Employment) II	13.91
01263 - Personnel Assistant (Employment) III	15.62
01270 - Production Control Clerk	16.26
01280 - Receptionist	11.72
01290 - Rental Clerk	12.65
01300 - Scheduler, Maintenance	13.48
01311 - Secretary I	13.48
01312 - Secretary II	14.96
01313 - Secretary III	16.57
01320 - Service Order Dispatcher	14.60
01410 - Supply Technician	18.28
01420 - Survey Worker	15.00
01531 - Travel Clerk I	11.52
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.27

01612 - Word Processor II	13.62
01613 - Word Processor III	15.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.62
05010 - Automotive Electrician	15.38
05040 - Automotive Glass Installer	14.64
05070 - Automotive Worker	14.64
05110 - Mobile Equipment Servicer	13.11
05130 - Motor Equipment Metal Mechanic	16.10
05160 - Motor Equipment Metal Worker	14.64
05190 - Motor Vehicle Mechanic	15.87
05220 - Motor Vehicle Mechanic Helper	12.52
05250 - Motor Vehicle Upholstery Worker	13.88
05280 - Motor Vehicle Wrecker	14.64
05310 - Painter, Automotive	17.44
05340 - Radiator Repair Specialist	14.64
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	15.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.96
07041 - Cook I	9.78
07042 - Cook II	10.91
07070 - Dishwasher	8.22
07130 - Food Service Worker	8.48
07210 - Meat Cutter	12.42
07260 - Waiter/Waitress	7.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.90
09080 - Furniture Refinisher	15.48
09090 - Furniture Refinisher Helper	12.42
09110 - Furniture Repairer, Minor	13.93
09130 - Upholsterer	15.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.43
11060 - Elevator Operator	8.70
11090 - Gardener	13.05
11122 - Housekeeping Aide	9.44
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	10.75
11240 - Maid or Houseman	8.23
11260 - Pruner	9.72
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.75
11360 - Window Cleaner	10.94
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	14.38
12012 - Certified Occupational Therapist Assistant	20.28
12015 - Certified Physical Therapist Assistant	19.04
12020 - Dental Assistant	13.63
12025 - Dental Hygienist	27.12
12030 - EKG Technician	14.93
12035 - Electroneurodiagnostic Technologist	14.93
12040 - Emergency Medical Technician	13.22
12071 - Licensed Practical Nurse I	12.84
12072 - Licensed Practical Nurse II	14.38
12073 - Licensed Practical Nurse III	16.10
12100 - Medical Assistant	11.55
12130 - Medical Laboratory Technician	12.23



12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.34
12210 - Nuclear Medicine Technologist	18.82
12221 - Nursing Assistant I	8.61
12222 - Nursing Assistant II	9.57
12223 - Nursing Assistant III	10.55
12224 - Nursing Assistant IV	11.85
12235 - Optical Dispenser	14.09
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	11.85
12305 - Radiologic Technologist	19.75
12311 - Registered Nurse I	19.16
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	26.04
12315 - Registered Nurse III, Anesthetist	26.04
12316 - Registered Nurse IV	30.91
12317 - Scheduler (Drug and Alcohol Testing)	16.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.90
13041 - Illustrator I	16.64
13042 - Illustrator II	21.18
13043 - Illustrator III	25.90
13047 - Librarian	23.03
13050 - Library Aide/Clerk	11.41
13054 - Library Information Technology Systems Administrator	20.21
13058 - Library Technician	13.05
13061 - Media Specialist I	11.67
13062 - Media Specialist II	13.05
13063 - Media Specialist III	14.55
13071 - Photographer I	12.83
13072 - Photographer II	15.73
13073 - Photographer III	19.86
13074 - Photographer IV	25.55
13075 - Photographer V	30.07
13110 - Video Teleconference Technician	13.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.70
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.49
14044 - Computer Operator IV	20.66
14045 - Computer Operator V	22.75
14071 - Computer Programmer I (1)	19.79
14072 - Computer Programmer II (1)	24.53
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.15
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.51
14160 - Personal Computer Support Technician	26.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.10
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	27.15

15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	17.05
15090 - Technical Instructor	19.44
15095 - Technical Instructor/Course Developer	23.78
15110 - Test Proctor	15.69
15120 - Tutor	15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.29
16030 - Counter Attendant	8.29
16040 - Dry Cleaner	10.75
16070 - Finisher, Flatwork, Machine	8.29
16090 - Presser, Hand	8.29
16110 - Presser, Machine, Drycleaning	8.29
16130 - Presser, Machine, Shirts	8.29
16160 - Presser, Machine, Wearing Apparel, Laundry	8.29
16190 - Sewing Machine Operator	11.50
16220 - Tailor	12.24
16250 - Washer, Machine	9.17
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	21.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.69
21030 - Material Coordinator	14.97
21040 - Material Expediter	14.97
21050 - Material Handling Laborer	11.47
21071 - Order Filler	10.28
21080 - Production Line Worker (Food Processing)	12.69
21110 - Shipping Packer	12.47
21130 - Shipping/Receiving Clerk	12.47
21140 - Store Worker I	10.71
21150 - Stock Clerk	14.48
21210 - Tools And Parts Attendant	12.69
21410 - Warehouse Specialist	12.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	15.48
23140 - Carpet Layer	16.60
23160 - Electrician, Maintenance	19.80
23181 - Electronics Technician Maintenance I	19.04
23182 - Electronics Technician Maintenance II	20.01
23183 - Electronics Technician Maintenance III	20.95
23260 - Fabric Worker	15.62
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	14.75
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	14.92
23380 - Ground Support Equipment Mechanic	20.73

23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.75
23392 - Gunsmith II	16.60
23393 - Gunsmith III	18.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.22
16.97	
23430 - Heavy Equipment Mechanic	16.35
23440 - Heavy Equipment Operator	14.97
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.46
23470 - Laborer	11.65
23510 - Locksmith	17.03
23530 - Machinery Maintenance Mechanic	19.19
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	12.42
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	18.14
23710 - Office Appliance Repairer	17.03
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.20
23810 - Plumber, Maintenance	17.36
23820 - Pneudraulic Systems Mechanic	18.29
23850 - Rigger	18.29
23870 - Scale Mechanic	16.60
23890 - Sheet-Metal Worker, Maintenance	16.22
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	20.07
23932 - Telecommunications Mechanic II	20.98
23950 - Telephone Lineman	17.91
23960 - Welder, Combination, Maintenance	16.59
23965 - Well Driller	16.22
23970 - Woodcraft Worker	18.29
23980 - Woodworker	13.22
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.74
24580 - Child Care Center Clerk	10.88
24610 - Chore Aide	9.27
24620 - Family Readiness And Support Services Coordinator	11.27
24630 - Homemaker	13.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.03
25040 - Sewage Plant Operator	17.77
25070 - Stationary Engineer	22.03
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.36
27007 - Baggage Inspector	9.14
27008 - Corrections Officer	13.60
27010 - Court Security Officer	14.97
27030 - Detection Dog Handler	11.51
27040 - Detention Officer	13.60
27070 - Firefighter	13.29
27101 - Guard I	9.14
27102 - Guard II	11.51
27131 - Police Officer I	17.01

27132 - Police Officer II	18.55	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	10.51	
28042 - Carnival Equipment Repairer	11.20	
28043 - Carnival Equipment Worker	8.35	
28210 - Gate Attendant/Gate Tender	12.36	
28310 - Lifeguard	10.82	
28350 - Park Attendant (Aide)	13.83	
28510 - Recreation Aide/Health Facility Attendant	10.09	
28515 - Recreation Specialist	12.45	
28630 - Sports Official	11.01	
28690 - Swimming Pool Operator	16.20	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	15.01	
29020 - Hatch Tender	15.01	
29030 - Line Handler	15.01	
29041 - Stevedore I	14.24	
29042 - Stevedore II	15.79	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97	
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73	
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03	
30021 - Archeological Technician I	15.55	
30022 - Archeological Technician II	17.39	
30023 - Archeological Technician III	21.52	
30030 - Cartographic Technician	23.50	
30040 - Civil Engineering Technician	18.74	
30061 - Drafter/CAD Operator I	12.95	
30062 - Drafter/CAD Operator II	14.53	
30063 - Drafter/CAD Operator III	19.11	
30064 - Drafter/CAD Operator IV	23.67	
30081 - Engineering Technician I	14.40	
30082 - Engineering Technician II	16.17	
30083 - Engineering Technician III	19.58	
30084 - Engineering Technician IV	23.44	
30085 - Engineering Technician V	27.41	
30086 - Engineering Technician VI	33.18	
30090 - Environmental Technician	21.80	
30210 - Laboratory Technician	15.94	
30240 - Mathematical Technician	17.82	
30361 - Paralegal/Legal Assistant I	15.75	
30362 - Paralegal/Legal Assistant II	17.52	
30363 - Paralegal/Legal Assistant III	21.38	
30364 - Paralegal/Legal Assistant IV	25.93	
30390 - Photo-Optics Technician	18.85	
30461 - Technical Writer I		17.33
30462 - Technical Writer II	21.19	
30463 - Technical Writer III	25.64	
30491 - Unexploded Ordnance (UXO) Technician I	20.95	
30492 - Unexploded Ordnance (UXO) Technician II	25.35	
30493 - Unexploded Ordnance (UXO) Technician III	30.39	
30494 - Unexploded (UXO) Safety Escort	20.95	
30495 - Unexploded (UXO) Sweep Personnel	20.95	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	16.40	
30621 - Weather Observer, Senior (2)	18.22	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	8.84	
31030 - Bus Driver	12.73	
31043 - Driver Courier	13.32	
31260 - Parking and Lot Attendant	8.51	

31290 - Shuttle Bus Driver	13.62
31310 - Taxi Driver	10.13
31361 - Truckdriver, Light	14.21
31362 - Truckdriver, Medium	15.01
31363 - Truckdriver, Heavy	16.24
31364 - Truckdriver, Tractor-Trailer	16.24
99000 - Miscellaneous Occupations	
99030 - Cashier	9.04
99050 - Desk Clerk	9.96
99095 - Embalmer	22.58
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker III½ I½	13.06
99310 - Mortician	25.37
99410 - Pest Controller	14.48
99510 - Photofinishing Worker	10.04
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	9.81
99830 - Survey Party Chief	16.28
99831 - Surveying Aide	10.79
99832 - Surveying Technician	14.80
99840 - Vending Machine Attendant	11.28
99841 - Vending Machine Repairer	13.39
99842 - Vending Machine Repairer Helper	11.28

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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